

## Fact Sheet

# Guarantee Provisions

Under the terms of the NAECI 8.1, employees with 4 weeks continuous employment are guaranteed a payment up to a maximum of 38 hours at their equivalent basic rate in the event of work not being available for part or the whole of the pay week in question and provided that they are: capable of; available for; and willing to work in their normal occupation or reasonable alternative work. This guarantee payment can be reduced in the case of part time employment or where agreed short time is worked as an alternative to redundancy or in the case of annual or public holiday. The guarantee is suspended if work is dislocated as a result of any dispute on NAECI work, on the site, and may also be suspended after one week if affected by external industrial disputes provided the employer has notified the NJC and obtained approval for its suspension.

The UK statutory Guarantee Payment (£38 per day for up to 5 days, as at 2024), any hours already worked calculated at their basic rate of pay with only the overtime premiums removed and any Incentive Bonus Payments (IBA) shall be used to offset the liability of the Guarantee so that the employee receives the equivalent of 38 hours at their basic rate of pay. More information is available in the NJC Guide to NAECI Payments.

### Guidance Notes

The NAECI, or Blue Book, is sometimes referred to as the Bible for the Engineering Construction Industry. However, like scripture or legal documentation, the text can sometimes be misinterpreted and for the clarification purposes, the NJC has issued a number of Guidance Notes to explain more fully the correct meaning and to provide advice on certain aspects of the operation of the Agreement.

The Guidance Notes are subject to the authority of the NJC and, although the wording of the NAECI at all times takes precedence, Stage 4 Panels are required to take them into account in their decision making so they do carry a considerable degree of weight.



There are various topics covered in these Guidance Notes, ranging from "Efficient Use of Working Hours" through 'Non UK Contractors on NAECI Registered Sites', 'Fixed Term Contracts', 'A Guide to Health, Safety and Welfare', NAECI Registration', 'Handling Redundancy', Conditional Death Benefit', 'Unprocedural Action' and various other areas where further guidance and interpretation has been considered necessary in order to improve industrial relations on site.

It is recommended that employers make use of these documents in conjunction with the Blue Book itself. All these Guidance Notes and various other NJC Communiqués, Reports and Forms can be accessed at the NJC website at <https://www.njceci.org.uk/document-downloads/>